INFORMATION ON THE PROCESSING OF PERSONAL DATA OF THE DATA SUBJECT – JOB SEEKERS

provided in accordance with the provisions of Articles 12, 13 and 14 of Regulation (EU) 2016/679 of the European Parliament and of the Council on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (hereinafter referred to as ***the "GDPR").***

1. IDENTIFICATION AND CONTACT DETAILS OF THE CONTROLLER

The controller of your personal data is **eliastech s.r.o.,** with its registered office: SNP 2113, 023 02 Krásno nad Kysucou, registered in the Commercial Register of the District Court Žilina, Section Sro, Insert No. 62223/L (hereinafter referred to as ***the "Controller"*** or ***"Employer").***

This information explains how the Controller processes the personal data of natural persons who apply for employment or work on the basis of an agreement on work performed outside the employment relationship with the Controller. For the purposes of this information, these persons are hereinafter referred to as ***the "data subject"*** or ***"you".***

The Controller has appointed a person responsible for the processing of personal data, whom you can contact in all questions related to the processing of your personal data or the exercise of your rights: **Vojčík & Privacy, s.r.o., Rázusova 13, 040 01 Košice,** phone number: **+421 (55) 6230111,** e-mail: **privacy@vojcik.eu**.

2. FOR WHAT PURPOSES DO WE PROCESS YOUR PERSONAL DATA

We process your personal data in particular for the purposes of registering job applicants, communicating with applicants, assessing professional knowledge, work experience, qualifications and suitability of the applicant for the job position to be filled, conducting a job interview and other parts of the selection procedure, selecting a suitable applicant, performing actions necessary before concluding an employment contract or agreement, proving, exercising or defending the legal claims of the Controller, including the applicant in the register for future selection procedures, if the applicant has granted the Operator consent for this purpose.

Detailed information on the individual purposes of processing, legal bases, categories of personal data processed, recipients and retention periods is provided in Annex 1 to this information.

The provision of personal data necessary for the assessment of your application and the implementation of the selection procedure is necessary for the performance of actions prior to the possible conclusion of an employment contract or agreement. Without the provision of this data, it may not be possible to include you in the selection procedure, assess your suitability for the position or conclude an employment contract or agreement with you. The provision of personal data for the purposes of future competitions is voluntary.

In particular, we obtain your personal data directly from you, in particular from your CV, cover letter, job application, submitted documents and information provided during a job interview or other part of the selection procedure.

Depending on how you applied for the job application, we may also receive your personal data from a recruitment agency, through a job or recruitment portal, from a person who recommended you for a job position, or from professional social networks and publicly available professional resources, if the collection of data from these sources is reasonable and lawful.

The Controller always processes your personal data only to the extent necessary for a specific purpose. The processing is carried out in accordance with the law and the principle of minimization, which means that we do not require any data from you that we do not need for the given purpose.

3. ON WHAT LEGAL BASIS DO WE PROCESS DATA

In particular, we process your personal data because it is necessary to take measures prior to entering into an employment contract or agreement based on your request.

We may also process some personal data:

- to comply with the Operator's legal obligations,

- for the purposes of the legitimate interests of the Operator, in particular to ensure and document the proper course of the selection procedure and to prove, exercise or defend legal claims,
- based on your consent, in particular if you wish us to store your personal data even after the end of a specific selection procedure and to contact you in future job opportunities.

If the processing is based on consent, the provision of consent is voluntary. You may withdraw your consent at any time without affecting the lawfulness of the processing carried out prior to its withdrawal.

The specific legal basis for each purpose of processing is set out in Annex 1.

4. DISCLOSURE OF PERSONAL DATA AND CONSEQUENCES OF NOT PROVIDING THEM

The provision of personal data necessary for the assessment of your application is a requirement necessary for the implementation of the selection procedure and the possible conclusion of an employment contract or agreement.

If you do not provide us with the data necessary to assess your application, it may not be possible to include you in a selection procedure, assess your suitability for a job or take the necessary actions before entering into an employment contract or agreement.

The provision of data for the purposes of future competitions is voluntary and does not affect your participation in the current competition.

5. TO WHOM WE MAY SHARE YOUR PERSONAL DATA

Within the Controller, only authorized persons who participate in the selection procedure or in the decision to fill a job position have access to your personal data.

This may include, in particular, authorised staff of the HR department, relevant senior staff and members of the selection board.

We may also disclose your personal data to the extent necessary:

- providers of information systems and IT support,
- providers of electronic communication services and e-mail account management,
- operators of job or recruitment portals,
- recruitment and recruitment agencies,
- providers of professional or psychological assessment, where such assessment is carried out in the context of a selection procedure and there is an appropriate legal basis for it;
- lawyers and other professional advisers;
- courts, law enforcement authorities and other public authorities, if required by law.

Entities that process personal data on behalf of the Controller are contractually obliged to process them only according to the Controller's instructions and to ensure their adequate protection.

Specific categories of beneficiaries for each purpose are listed in Annex 1.

6. TRANSFER OF PERSONAL DATA OUTSIDE THE EUROPEAN ECONOMIC AREA

The Controller does not transfer your personal data to countries outside the European Union and the European Economic Area or to international organizations.

Should such a transfer take place, it will only take place in accordance with the GDPR and ensuring an adequate level of protection of personal data. You will be informed about the specific transfer, its legal basis and the safeguards used in accordance with the GDPR.

7. HOW LONG WE KEEP YOUR PERSONAL DATA

We store your personal data only for the period necessary to carry out and complete a specific selection procedure.

After the end of the selection procedure, we may store the necessary personal data for the period necessary to establish, exercise or defend the Controller's legal claims.

If you have given your consent to be included in the register of candidates for future selection procedures, we will store personal data for the period specified in the consent or until it is revoked.

Specific retention periods or criteria for determining them are set out in Annex 1.

After the relevant period, we will securely delete, destroy or anonymize your personal data, unless further storage is required by law or the protection of legal claims.

8. AUTOMATED DECISION-MAKING AND PROFILING

The Controller does not make decisions based on automated processing of personal data, including profiling.

9. TECHNICAL AND ORGANIZATIONAL SECURITY MEASURES

To ensure the protection of personal data, the Controller has taken appropriate technical and organisational measures, in particular in the area of physical, operational and information security. The measures taken are defined within the framework of the operator's internal regulations

10. RIGHTS OF THE DATA SUBJECT

- The Data Subject has **the right to request** from the Controller **access** to personal data relating to the Data Subject pursuant to the provision of Article 15 of the GDPR. The data subject has the right to confirm whether personal data concerning him or her is being processed and, if so, has the right of access to such data. Furthermore, it has the right to provide copies of the personal data that the Controller processes about it, as well as information on how the personal data is further processed.
- The data subject has **the right to have** incorrect personal data rectified in accordance with Article 16 of the GDPR. The Controller is entitled to process only correct and updated personal data. On the basis of the exercise of the right to rectification of processed personal data, the Controller shall complete or modify incorrect personal data without undue delay.
- The data subject has **the right to delete** (right to be forgotten) all data that is processed unlawfully pursuant to Article 17 of the GDPR, without undue delay, if the conditions under the GDPR are met.
- The data subject has **the right to restriction of** the processing of personal data in accordance with the provisions of Art.
- 18 GDPR in the event of exercising the **right to rectification** or if he objects to the erasure of his personal data, if their processing is unlawful, or the controller no longer needs the personal data for the purposes of the processing, but the data subject needs them to establish, exercise or defend legal claims. The Controller will restrict the processing of your personal data if you request it.
- The data subject has **the right to the portability** of personal data pursuant to Article 20 of the GDPR to another controller in a structured, commonly used and machine-readable format, but only if the data is processed on the legal basis of the data subject's consent or on the basis of a contract to which the data subject is a party.
- The data subject has the right to file a complaint or initiative with the supervisory authority, which is the Office for Personal Data Protection, in the event that the person is directly affected by his or her rights under the provisions of Section 100 of Act No. 18/2018 Coll. on Personal Data Protection.
- Contact details of the Office for Personal Data Protectionv. Registered office: Galvaniho Business Center II · Galvaniho 7/B · 821 04 Bratislava, Slovak Republic,website o dataprotection.gov.sk, phone number 02 3231 3214, e-mail: statny.dozor@pdp.gov.sk.

- The data subject has the right to withdraw consent under Article 7(3) of the GDPR if the controller processes personal data on the legal basis of consent. You can withdraw your consent at any time in the same form in which you gave it. The withdrawal of consent does not affect the lawfulness of the processing of personal data that preceded it.

- The data subject has the RIGHT to object to the processing of personal data if he/she believes that it is unjustified or requests a reassessment of profiling or the result of automated decision-making. The Controller may not further process the personal data unless it demonstrates compelling legitimate grounds for the processing that outweigh the interests, rights and freedoms of the data subject or grounds for proving, exercising or defending legal claims.

These rights are not absolute. Their application may be limited by the conditions or exceptions provided for by the GDPR or special legal regulations.

11. HOW YOU CAN EXERCISE YOUR RIGHTS

You can exercise your rights in writing at the address of the Controller's registered office, by e-mail at: **gdpr@eliastech.sk** or through the Data Protection Officer at the address: **Vojčík & Privacy, s.r.o., Rázusova 13, 040 01 Košice,** phone number: **+421 (55) 6230111** , e-mail: **privacy@vojcik.eu.**

The Operator will provide you with information on the processing of the application without undue delay, usually within one month of its delivery.

In justified cases, this period may be extended by a further two months, in particular taking into account the complexity of the application or the number of applications received. We will inform you about the extension of the deadline and its reasons.

The exercise of rights is free of charge. However, if the request is manifestly unfounded or disproportionate, in particular due to its repetitive nature, the Operator may demand a reasonable fee.

The operator shall be entitled to request additional information necessary to verify the identity of the applicant if it has reasonable doubts as to his/her identity.

12. HOW WE PROTECT YOUR PERSONAL INFORMATION

The Controller has taken appropriate technical and organisational measures to protect personal data against unauthorised or unlawful processing, unauthorised access or disclosure, accidental loss, destruction, damage or alteration.

Only persons who need it for the performance of their professional or contractual obligations and who are bound by a duty of confidentiality have access to personal data.

Detailed security measures are regulated in the Operator's internal regulations. Their specific content is not published if this could jeopardise the security of personal data or information systems.

I acknowledge that the Controller is obliged, in accordance with the provision of Article 34 of the GDPR, to notify me of a personal data breach without undue delay, if such a personal data breach may lead to a high risk to my rights.

13. UPDATE

This information on the processing of personal data is valid and effective from 01.08.2026. In the event of a change in the Personal Data Protection Information, the Operator will notify you of the changes in advance accordingly.

APPENDIX NO. 1

Purpose of processing	Legal basis	Legal requirement/contractual requirement/legitimate interest/public interest/consent	Categories of data subjects	Categories of personal data	Deadline for deletion of personal data	Category of beneficiaries
The purpose of personal data processing is to manage the agenda of job seekers (selection procedure)	Article 6(1)(b) of the GDPR	The processing of personal data is a contractual requirement	Jobseekers	common personal data (title, name, surname, address, telephone and e-mail contact, education data and other personal data contained in the CV, cover letter and other documents submitted by the applicant)	until the selected applicant takes up employment, no more than 6 months from the date of receipt of the application	Personal data is not provided to the recipient
The purpose of personal data processing is to conduct a job interview	Article 6(1)(b) of the GDPR	The processing of personal data is a contractual requirement	Jobseekers	common personal data (title, name, surname, education data and other personal data contained in the CV, cover letter and other documents submitted by the applicant, and data obtained during the interview with the applicant)	until the selected applicant takes up employment, no more than 6 months from the date of receipt of the application	Personal data is not provided to the recipient
The purpose of personal data processing is to keep records of potential job seekers	Article 6(1)(a) of the GDPR	the processing is carried out on the basis of the consent of the data subject	Jobseekers	Common personal data provided in a CV, cover letter, job application	1 year from the date of consent or immediately after the withdrawal of consent	Labour Inspectorate, Courts, Law Enforcement Authorities, User Employer, Other Authorised Entity

The purpose of personal data processing is to protect the health of employees (medical examinations in relation to work - entrance fee and during employment)	Article 6(1)(c) of the GDPR, Public Health Protection, Promotion and Development Act, OHS ActArticle 9(2)(b), (f) and (h) of the GDPR	the processing of personal data and a special category of personal data is carried out in compliance with legal obligations	jobseekers, employees, former employees	common personal data necessary for the fulfilment of legal obligations and health data contained in the result of a preventive medical examination	20 years from the date of the medical examination - high-risk workplace, 10 years following the year to which they relate - non-risky workplace	Labour Inspectorate, courts, law enforcement authorities, third parties, authorities competent to deal with offences, medical facility performing the necessary screening tests, entity providing services in the field of occupational health and safety and OP, other authorised entity
The purpose of personal data processing is the fulfilment of obligations in connection with the employment of foreigners - third-country nationals and the performance of acts related to the temporary residence of foreigners	Article 6(1)(b) of the GDPR, Act on the Residence of Foreign Nationals, Act on Employment Services; Article 9(2)(b), (f) and (h) of the GDPR; family members consent - Article 6(1)(a) of the GDPR	the processing of personal data is carried out in the fulfilment of obligations arising from the contract to which the data subject is a party, in the case of the processing of a special category of personal data (health data) of family members, the processing is carried out on the basis of the consent of the data subject	foreigners - job seekers, employees, members of the company's body, or their family members	common personal data (title, name, surname, temporary residence, permanent residence, place of birth, nationality, nationality, passport number, birth number, gender, marital status, photograph, criminal record extract, proof of accommodation, proof of financial security, personal number, education, occupation, parents' names, parents' surnames, parents' dates of birth, family certificate, health data, account balance, bank account number, Registry document, insurance number, residence permit number and other necessary), special category of personal data (health data)	5 years following the date of termination of employment or performance of office or until the full settlement of claims arising from mutual relations, or until the expiry of the limitation periods specified in the relevant legislation; for the processing of health data, 1 year from the granting of the consent of the data subject or until its withdrawal, whichever occurs first	courts, law enforcement authorities, authorities competent to deal with offences, foreign police authorities, other authorised entity